

# FSA NEWSLETTER

APRIL '80

## Our Pres talks about PD Day, Provincial Faculty Association and Elections

A limited amount of feedback indicated that the recent PD Day was reasonably well received. Whether Stan Persky articulated your secret dreams or your worst fears, he and George Suart stimulated thought about the relationship between education and its organizational context.

Of particular and on-going interest is the problem of consultation. Regardless of whether our goal is co-management or the continuation of our present structure, effective consultation is a key to meeting college goals. Much of PD Day was spent discussing whether our existing structure facilitates the consultative process, and whether we have the skills, as employees and managers, to consult effectively.

A more comprehensive document about the PD Day discussion will come out later; however, in general terms, concerns were expressed that we should make some changes or improvements in our consultative machinery as well as help people develop communication and other skills necessary within the consultative framework. It was also recommended that a joint management-FSA committee should review the College's committee/consultation structure with an eye to suggesting changes in structure in light of growth, changing priorities, and an evolving relationship with the community.

During the coming weeks, all suggestions will receive fuller discussion within a number of college forums. In particular, they will form a major part of the agenda for the next FSA-management joint meeting in May. The discussion will not die.

Let me take this opportunity to thank all those who helped make PD Day flow. Particular thanks go to Sandy Borrowman and Jean DepPape for organizing coffee, lunch, and wine. I would also thank the Panel and Confrontation Workshop organizers who put in so much effort.



You will soon be receiving documents pertaining to the new Provincial Association of College Faculty. The new association, replacing the CFF, will be having its inaugural convention in May. The FSA must decide, hopefully at our next general meeting, whether to join.

I will make the constitution of the new association available at all receptionist stations. Please take the time to look at the document. A summary of "pros" and "cons" will be out shortly.

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The Annual General Meeting of the FSA is fast approaching. In the past we have had some difficulty in securing an enthusiastic horde of candidates for executive positions. I'm sure that I don't need to argue the importance of the association as an integral structure within the college community. The economic and educational "climate" of the province make it imperative for educational employees to remain an organized and articulate presence. I urge you to begin consideration of possible candidates for next year's executive. Indeed, you mustn't be shy; if you particularly covet a particular position, make sure someone nominates you when the time comes. If a position interests you but you are not sure what work is involved, speak to the present executive member. He or she will be most willing to share the epic tale of workload. You should also consider whether any new positions should be created or restructuring sought for the coming year. All suggestions will be most gratefully received.

Nominations will be solicited probably early in May.

## PD COMMITTEE

The Annual P.D. Day was held in Abbotsford, March 19th. Thanks are due to Kevin Busswood for arranging the guest speakers (George Seward of S.F.U. and Stan Persky of Northwest College) and workshops, while the food and drink were the result of a lot of hard work on the part of Jean DePape and Sandy Borrowman.

The Joint P.D. Committee, like all the other segments of the College, is preparing a Self-Study Report. Diane MacLean is doing most of the work on this one.

On March 12th a discussion was held with the chairpersons of the Divisional Allocations Committees. The Division of Instruction Committee has some concerns about criteria for allocation, and they will be bringing these to a Faculty meeting for full discussion and possible changes.

The year's funds have been almost expended and the Bursar is looking into the possibility of carrying over the small amount remaining.

In the future, the Committee will be looking at the procedures used in Divisional elections; more scrutiny of post P.D. evaluation reports; and the committee's role in the development of employee evaluation procedures.

Elections for the 1980/81 Divisional Allocations Committees will be held soon.



# COLLEGE ADVISORY COMMITTEE

Some of the major events of the March 12th CAC meeting occurred at the previous College Board meeting that received CAC recommended policies on Student Fees, Refund of Fees, Student Group Exchanges, Conferences, and LRC Roles. All of these policies except the one on Student Fees were referred to the Board Policy Committee. We need to pay careful attention to the Board's action on the Conferences and the LRC Roles policies where the CAC and Board appear to disagree about the degree to which College employees should be responsible for decisions on instructional programs and materials.

There was disagreement between Board and CAC about Student Fees, and, while the Board approved a policy that is less than satisfactory to some, it was reported that the Board did carefully consider CAC's position and as a result modified its own position. Whereas the CAC recommended a fee of \$8 per credit to a maximum of 15 credits over a 15 week period for all students, the Board passed a policy of \$8 per credit to a maximum of 20 credits for Career and Academic programs, and of \$6 per credit for vocational programs. It was reported that since the number of credits for a full-time program varies considerably, the Board felt that the 15 credit maximum took the lowest cost full-time program as a standard whereas the standard should be more in the middle range - hence the 20 unit maximum. The rationale for the lesser per credit fees for vocational students is that many of these programs run for ten months per year compared with eight months for Academic and Career programs, so that in fact the cost of a full-time program would work out to about the same per year for the different types of programs. CAC was assured that all its recommendations are taken quite seriously by the Board, even when the Board has already taken a conflicting position. It is important that we remain alert for the actual value of this seriousness since it provides a continuing test of the consultative model of decision making at FVC.

## Other Business

The fate was again queried of the Students and Institutional Rights and Responsibilities Policy that was sent to the College's lawyer well over a year ago. It was reported that the lawyer has yet to deliver any written opinion of the document. What could be the matter? In the absence of SIRR's comprehensive and integrated approach, CAC and the College continues to deal with items such as those mentioned below in an ad hoc manner, which is most inappropriate for such serious issues.



The remainder of the meeting was concerned with proposed changes to Admissions and Standards policies and procedures. CAC reviewed many of these proposals in the Fall and requested the Admissions and Standards Committee to reconsider some of them. This time, most of the proposals received rapid approval by the CAC. There were two major areas of disagreement: Audit Students and Release of Official Academic Records of Students.

It was proposed that an Audit Student be defined as:

a student who is not required to submit written assignments, such as examinations or term papers. Audit students may be expected to participate in class; the amount of participation will be determined by the instructor.

It was objected that since Audit Students pay the same fees as other students, must meet prerequisites, are subject to Academic Warning for their classroom conduct (e.g., for disrupting class), and are counted as regular students for the purpose of establishing if a course is full, they should be entitled to participate in class, including doing written assignments, like any other student. The above definition was passed on First Reading by a 4 to 3 vote, with two students and one faculty dissenting, but it still has to be approved for Second Reading.

The area of contention regarding Release of Official Academic Records of Students was what information should be considered matters of public record to be given to any person who inquires, even by telephone. The proposed policy is:

The College will either confirm or deny the following information about a student requested by an individual or organization:

- a) whether presently enrolled or period of time attended
- b) program - for example, Social Services
- c) current year of program
- d) registration status
- e) certificate or diploma claimed

A directory of students shall not be made available to the public.

It was argued that as a public institution, FVC has a responsibility to provide such information. The response was that many public institutions do not give out such information about their employees or clients as matters of public information, and that the College would be assuming an in locus parentis role by making anything other than e) a matter of public record. The proposal was tabled so that CAC members could consider it further and consult their constituencies.

If you have opinions on these last two items, please let your CAC representative know them (another important part of a properly functioning consultative model).

The definition of Audit Students raises important questions about our attitudes towards the person who is interested in education but not marks, and the question of what should be matters of public record about students raise important issues about the extent of students' rights to privacy.